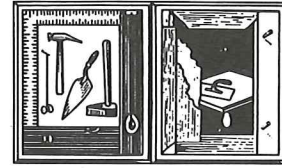


QUARTERLY UPDATE

- Bricklayers
- Stone Masons
- Tile Layers
- Marble Masons



- Blocklayers
- Finishers
- Shopmen
- Cement Masons
- Pointers - Cleaners - Caulkers • Concrete Products Specialists

VOLUME 8, NUMBER 2

JUNE 2000

THE MAN WHO has served longest on the boards of the Bricklayers' Pension and Health and Welfare funds is not a bricklayer or tile-setter or even a union member. He is contractor James Hagman, president of Hagman Construction, Inc., of Minneapolis.

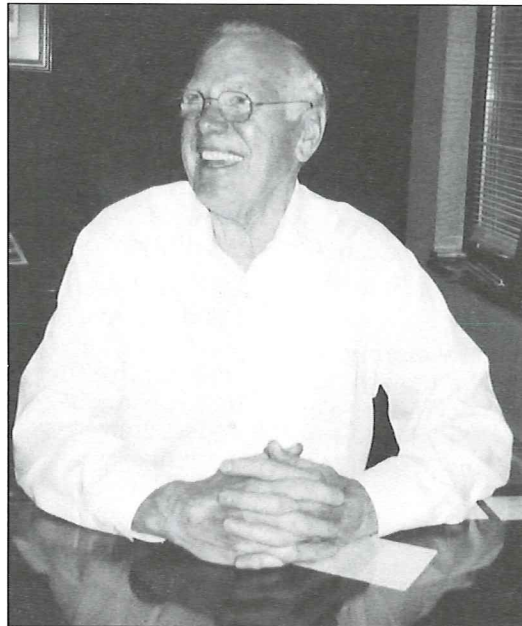
Since 1965, Hagman has been a trustee for each fund, attending two quarterly meetings and frequently serving terms as chairman. His work on behalf of union members has been in addition to a routine of six- and seven-day workweeks that built his contracting business from a solo practice to a flourishing business that now employs 40 including his sons, Eric and Kurt.

DURING THOSE 35 YEARS, says BAC Local 1 President Gary Goblirsch, Hagman has been the reliable mainstay, and sometimes the conscience, of the Funds.

"His dedication to the Twin City Bricklayer Trust Fund goes back a long way. When you ask him a question, he will always ask if it's good for the membership and their families, and if it is the boards should accept and vote for it.

"Jim is by far the finest person I've ever worked with.

JAMES HAGMAN A reliable mainstay



Contractor James Hagman

He truly cares about the industry and membership's interest. His integrity is questioned by no one. If Jim says it's right, it's right."

Hagman, now 75, began his service to the Bricklayers at the request of the Associated General Contractors, to the trepidation of his wife, motivated partly by a lifelong sentimental attachment to labor unions. He had grown up in a union environment, and married into one as well.

"MY DAD WAS in old No. 7 Carpenters Union, and that was his social life too," Hagman said.

While he never was a union member himself, Hagman says, "My father was one, my two uncles were, my father-in-law was, and so I come from a background of people who work in the construction industry and I know what they have gone through." In working on the funds, "there is a sense of supporting the industry and the people."

There's a fellowship too, that Hagman says he would have missed if he hadn't worked with the Bricklayers. "There's been a good feeling. All the

Please turn to HAGMAN on Page 7

KEEP IN TOUCH

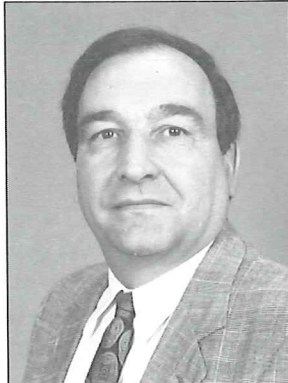
LOCAL TELEPHONES
612-379-2966 AND 612-379-4230
OUTSTATE TELEPHONE
1-800-257-8636
FAX
612-379-8754

INSIDE QUARTERLY UPDATE

GARY GOBLIRSCH: Considering non-union work? Forget it!/2
BRIEFLY: 5 delegates elected in International convention/3
REPORT: From Trustees of Mutual Relief Association/5
RECREATION Sign up for the July 29 golf tournament/6

C O M M E N T A R Y

RECENTLY, complaints have been received by the Union from tile contractors regarding members working non-union. Specifically, some tile contractors have complained that a number of jobs in the jurisdiction of the Union have been manned by union members who are working these jobs as contractors, rather than as employees.



GARY GOBLIRSCH SAYS

Considering non-union work? Forget it!

The tile contractors point out that when a member uses his or her card to prove that they are members of the Union, but are not working for an employer that has a signed collective bargaining agreement, area standards are eroded.

Members who contract but are not signatory owner/members put union contractors at a competitive disadvantage, fringe benefits are lost on these hours, and members end up doing piecework, rather than being paid according to the negotiated pay scale.

The Code of International Offenses states: "It shall be an offense against the International Union . . . for any member knowingly to work at the craft at less than the established wages and other working conditions in the jurisdiction for the type of work in question." (See Code 5, Number 1(P).)

IF A MEMBER IS FOUND GUILTY of violating this Constitutional provision, he or she may be fined up to \$500 for the first offense and \$750 for a second offense; a member may also be expelled from membership after a second offense of this Constitutional provision.

The Executive Board of the Local Union takes quite seriously its obligation to enforce the terms of the Local and International Constitutions. The terms of both Constitutions are quite clear regarding Union members working on a non-union basis. These situations represent violations of the oaths that we as members have taken; they are violations of the Constitutional provisions that all members are expected to honor.

Union members only hurt themselves and all others working in the trade when they engage in non-union work.

The Executive Board will take action to prefer charges against individuals who try to work "both ways" -- union and non-union. If you know of situations in which members are working non-union, report it! If you are considering non-union work, forget it!

If you want to become a contractor, become a fair, sig-

natory contractor who honors the terms of the collective bargaining agreements that we negotiate industry-wide. Don't be a part of the problem; help be part of the solution.

Michael Cook is named a trustee

As you know, the Apprenticeship Fund has undergone significant changes within the past few years. From the employment of a full-time coordinator and the implementation of a day school program, to the near-statewide availability of training services, the Fund through its trustees has been able to provide significant opportunities for those interested in the brick-laying trade.

During these years, I have served as a trustee of the Fund. I have been grateful for the cordial relationships that have developed, along with a spirit of working together for the best interests of the industry. It is my belief that the actions that have been undertaken have significantly improved the bricklaying industry, and it is my hope that those effects will be felt for years to come.

MICHAEL COOK HAS RESIGNED as the Apprenticeship Coordinator and come to work for the Bricklayers Union on a fulltime basis. The Board has hired Mark Wickstrom to take over the job as Apprenticeship Coordinator. I believe that it is in the best interests of the program that I resign as a trustee of the Apprenticeship Fund. Michael Cook will take my place as a trustee.

Mike needs no further training or experience to perform the duties of a fiduciary for the fund. I have the utmost confidence in his abilities and believe that his service will provide the Fund with the continuity that will serve to achieve the goals of the trust.

Therefore, effective Thursday, April 13, 2000, I tendered my resignation as a trustee for the Fund and appointed Mr. Michael Cook to serve as a Union trustee.

Mike will also serve as the new secretary for the Fund. ■

BRIEFLY



5 delegates selected for International convention

Bricklayers and Allied Craftworkers Local 1 Minnesota voted to send five delegates to the 2000 International Union of Bricklayers and Allied Craftworkers convention to convene Sept. 25 in Atlantic City, N. J.

State convention set

The Minnesota State Building and Construction Trades Council will hold its annual convention July 12, 13 and 14 in St. Cloud.



Cards mailed

New wage scale cards for each chapter were mailed in May. If you didn't receive a card, please call the Local 1 office.

Slips to be mailed

Verification slips for January, February and March will be mailed June 15.

Out of work?

Please call the office (612-379-2966). We have calls!



Retiring?

If you're considering retiring, please contact the Union office three months in advance to fill out the necessary papers.

Wrong address

Many members are still sending their union dues to the wrong office, and some are still sending the wrong dollar amount.

Dues payments should be sent to 312 Central Ave., Room 328, Minneapolis MN 55414. If you're uncertain about your dues amount, call the office.

Bank on unions

Union Bank & Trust is the only union-owned and operated bank in the Upper Midwest.

Located at 312 Central Avenue, Minneapolis, the bank offers union members a .25% reduction on a wide variety of loans (except mortgage loans) and an additional .50% reduction on the financing of an American brand vehicle.

For information, call 612-379-3222, ext. 19.



Icy volunteers

This year's Winter Carnival in St. Paul featured an ice maze built by BAC Local 1 volunteers.

Instructors Dick Kentzelman and Daniel Quinlan directed second-year apprentices Keshanda Arcoren, Patrick Cameron, Quinn Erickson, Charles Johnson, and Michael Wolff and first-year apprentices Dennis Bassett, Jon Burton, Gary Davis, Travis Dollerson, Joshua Ginther, Michael Keeney, Paul Long, James Manley, William Pettis and Curran Saenger. ■



PEOPLE

MILESTONES

Congratulations to the members who will achieve anniversaries of 25, 40 and 50 years during 2000.

25-YEAR MEMBERS

- William Allen
- Larry Donovan
- Frederick Fors
- Lonnie Matye
- Thomas Matye
- Barry Oakland
- Robert Sadlo
- Kenneth Solarz
- Lyle Straub

40-YEAR MEMBERS

- Donald Anderson
- Orlean Carlson
- Leslie Cave
- Willard Clay
- John Coleman
- Rolland Cowley
- Mario DeBenetti
- Donald Falck
- Herbert Fedder
- Walter Freitag
- Donald Glirbas
- Harold Gregory
- Norman Haedtke
- Carl HJort
- Joseph Hofmann
- Ray Huston
- Richard Kammer
- Allan Kjeseth
- Heinrich Klaas
- Charles Kraft
- John Libby
- Roger Lind
- Allen Lund
- Jerald Miller
- Charence Nordang
- Sheldon Onasch
- Archibald Pavlak
- Robert Qualley
- Gerald Reardon
- Gerald Remer
- Ralph Scheffler
- Norman Schmidt
- David Sigstad
- Daniel Soltis
- John Steinbring
- Lorin Templin
- Roland Tweeter



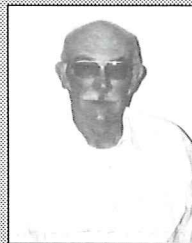
**Lyle Fields
50 YEARS**



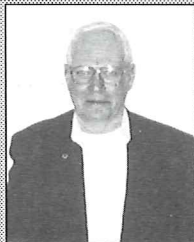
**Arnold Olson
50 YEARS**



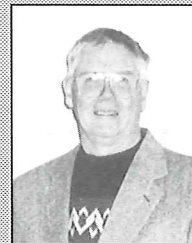
**Ray Hemple
50 YEARS**



**Lorin Templin
40 YEARS**



**Walter Freitag
40 YEARS**



**Leslie Cave
40 YEARS**

Harold Wendt
Dean Wichman

50-YEAR MEMBERS

- Eugene Braun
- Sylvester Buesgens
- Edward Carpenter
- Wilford Chelberg
- Paul Christenson
- Robert Diebel
- John Engelking
- Lyle Fields
- William Flicek
- Paul Fors
- Luverne Fryxell
- Russell Gillan
- Thomas Gottwalt
- Donald Heidelberg

- Raymond Hempel
- William Henningsen
- Edmund Hoeschen
- Leon Jacobsen
- Gordon Johnson
- Henry Johnson
- Howard Johnson
- Merlin Kavanagh
- Robert Krieger
- Carl Lambert
- Harold Langseth
- Jerry Larkin
- Gerald Larson
- Nilo Marcon
- Lowell Martinson
- Melvin Michalik
- Floyd Moshier
- Arnold Olson
- Donald Olson

- Harold Olson
- Norman Ostrand
- Ralph Peterson
- Thomas Powers
- Milton Roline
- Calvin Rolstad
- Vernon Runge
- Robert Sanders Jr.
- Roger Schmidt
- John Steinhofer
- Ellwood Stevens
- John Strand
- Franklin Summerland
- James Sweeney
- Dewayne Vick
- Donald Wiener

NEW MEMBERS

We welcome the 32 new members who have joined Local 1 since March 2000. Congratulations to:

- Jerry Brazil
- Robert Bryan
- Christopher Kaufman
- Daniel Dahedl
- Ronald Dahl
- Joey Falck
- Kenneth Foss
- Hector Garcia
- Jose Garcia
- Al Helmin
- Jesse Hiller
- Thomas Johnson
- Paul Mikolich
- Miroslav Mikulic'
- Joseph Mikyska
- Daniel Muller
- Larry Nelson
- Niclaus Orrock
- Laurie Palmer
- Paul Rains
- Peter Riach
- Guy Rogers
- Michael Stassen
- David Swanson
- Mike Swanson
- David Swenson
- Scott Torgeson
- Israel Torrecillas
- John Trebesch
- Brett Ussery
- Onno Vocks
- Travis Zernechel

DECEASED

We are sorry to report the deaths of these BAC Local 1 members, and extend our deepest sympathy to their families and friends.

NAME

- Benjamin Baribeau
- Albrecht Hamann
- Hilding R. Mortenson
- Alexander Wenshau
- Goodwin Youngquist

R E P O R T F R O M T R U S T E E S

**BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL NO. 1,
MINNESOTA MUTUAL RELIEF ASSOCIATION**

To all participants:

This is a summary Annual Report of the Bricklayers and Allied Craftworkers Local No. 1, Minnesota Mutual Relief Association (Employer Identification Number 41-0164670) for the calendar year 1999. The annual report has been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Bricklayers and Allied Craftworkers Local No. 1, Minnesota Mutual Relief Association has committed itself to pay certain death, accident and sickness claims incurred under the terms of the plan.

Basic Financial Statement

The value of the plan assets was \$237,464 as of December 31, 1999, compared to \$235,479 as of January 1, 1999. During the plan year, the plan experienced an increase in its net assets of \$1,985 consisting of a transfer of \$43,800 from Bricklayers and Allied Craftworkers Local Union No. 1 Minnesota and \$11,327 in earnings from investments. Plan expenses were \$53,142. These expenses included \$44,840 in benefits paid to participants and \$8,302 in other expenses.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. To obtain a copy of the full annual report, or any part thereof, write or call the office of Mr. Gary Goblirsch, who is President-Secretary Treasurer of Bricklayers and Allied Craftworkers Local Union No. 1 Minnesota, upon whom the Board of Trustees relies to handle the day-to-day administrative duties in connection with the Fund. You should address your request as follows: Board of Trustees, Mutual Relief Association, Attention: Mr. Gary Goblirsch, United Labor Centre, Suite 328, 312 Central Avenue, Minneapolis, Minnesota 55414. Telephone: 612-379-2966. The charge to cover copying costs will be \$.90 for the full report or \$.10 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as a part of that report. The charge to cover copying costs given above does not include a charge for the copying of those portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan, 328 United Labor Centre, 312 Central Avenue, Minneapolis, Minnesota 55414, and at the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to Public Disclosure Room, N4677, Pension and Welfare Benefit Programs, U.S. Department of Labor, 200 Constitution Avenue NW, Washington DC 20216.

We look forward to another year of progress and service to our members.

Sincerely,

Board of Trustees

Mike Cook

Gary Goblirsch

Richard Kentzelman

Jim Lundquist

Doug Schroeder

RECREATION

Attention Golfers -- Don't Miss Bricklayers and Allied Craftworkers Golf Tournament

Saturday, July 29, 2000, at Pheasant Acres Golf Club, Rogers, Minn.
Sponsored by the Bricklayers and Allied Craftworkers, Local Union No. 1 Minnesota

Tee Off Time: 7 a.m.; Shotgun Start Be There to Sign In by 6:30 a.m.

COURSE REQUIREMENT: ALL GOLFERS MUST WEAR SOFT SPIKES!

SCRAMBLE TOURNAMENT – A "Scramble" is a competition among foursomes, not individuals. Everyone in the foursome tees off. The best drive is selected, and everyone hits his/her second shot from this location. This procedure is repeated on every shot, including putting, until you putt out. The foursome will have only one score on each hole.



COST IS \$65 PER PERSON – This includes green fees, golf cart, dinner, refreshments and prizes. Deadline for reservations is July 10.

Entrants will be limited to the first 128 golfers. You may make up your own foursome, or we will place you in one.

Retired members will pay \$35 for golf due to the increased

cost of the tournament.

Any questions concerning the tournament can be directed to Gary Goblirsch at the Local 1 office, 612-379-2966; Dick Kentzelman, 612-425-5225, or Roger Buirge, 651-777-6460.

Because each person must be on a cart, the deadline for golf reservations is July 10. No exceptions! The golf tournament is open to all members of B.A.C. Local Union No. 1 Minnesota.

PAYMENT MUST BE WITH RESERVATION – Make your check payable to B.A.C. Golf Day. Send to B.A.C. Local Union No. 1 MN, 312 Central Ave., Room 328, Minneapolis MN 55414.

RESERVATION B.A.C. GOLF TOURNAMENT

NAME _____

ADDRESS _____

PHONE (HOME) _____ (WORK) _____

NAMES OF OTHERS IN YOUR FOURSOME _____

F R O M T H E F R O N T P A G E

Continued from Page 1

people I've been exposed to, management people and labor people, we've gotten along very well. If there were conflict or I felt there was a charged atmosphere, I'd

"...we all started out without any expertise at all, but we've all been educated. We've taken our knocks." –
Hagman

have been gone a long time ago. It's been a good, good feeling."

Contractors – independent businessmen – serve on the boards of union trust funds because the federal Taft-Hartley

Act has ordered unions to include them. It's a shotgun marriage that works out when labor and management trustees leave at the door irrelevant items like wage negotiations and focus instead on what's best for the financial health of the funds. That's the way it has happened here, Hagman says.

HOSTILITY CREPT IN on maybe two occasions in 35 years, and each time "the other union people told them to shut up. It wasn't appropriate. We were working together for the good of the members."

The responsibility of administering the two funds hasn't always been easy, Hagman says.

"It's serious business because you're entrusted with other people's money. In fact, it was sort of scary when I first started. My wife, she almost had a tantrum about me serving because of the liability that might be there, and I had an attorney at the time that thought it was kind of foolish as well. But I prevailed, I guess, and I haven't had any problems."

In running the funds, "we all started out without any expertise at all,

HAGMAN

The responsibility of administering two funds hasn't always been easy

but we've all been educated. We've taken our knocks."

At one point in the 1970's, Hagman said, conventional wisdom called for investing everything in the stock market. "We put it 100% in the stock market and we found out that you cannot do that. We've been quite conservative since then."

He estimates both funds currently have 40% to 45% invested in equities, with the remainder balanced between bonds and cash.

The thinking behind Taft-Hartley probably was that management would contribute financial know-

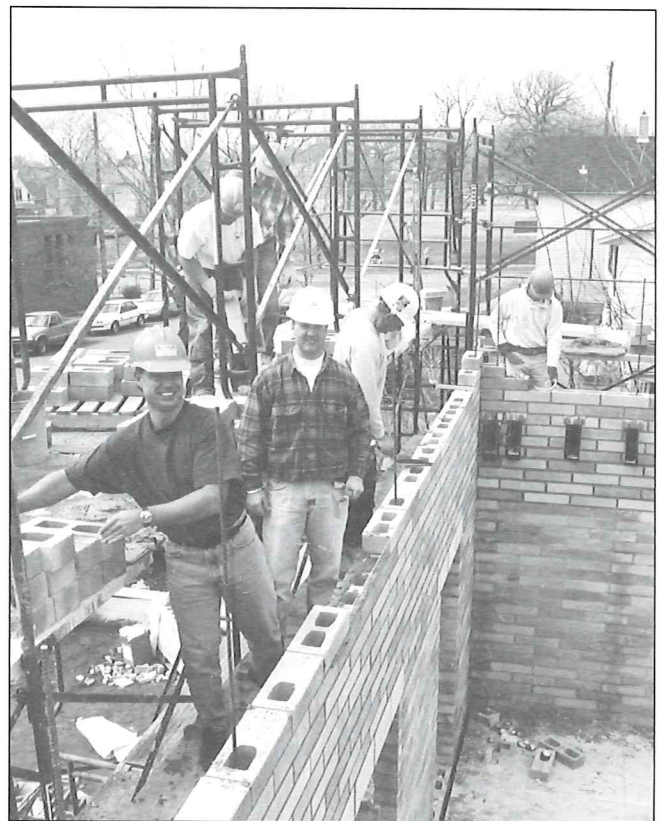
how to trust fund management, Hagman says, and the contractors may originally have done that.

"Maybe, especially back in the early 60's and 70's, we had some management skills that they (union representatives) didn't have, but I can't say that today.

"GARY GOBLIRSCH is very qualified. He's brought people along slowly. I think we're basically on an equal basis . . . I do not have any more expertise, because these fellows live with these things day in and day out. I think we respect them, and I think they respect us as well."

What if private industry had similar laws? Would corporations benefit from including labor representatives on their boards? "Absolutely," Hagman said. "It would help them see their point of view, rather than just galloping along the way they see it." ■

Bricklayers Local 1 members helped build an all-masonry Habitat for Humanity home. Working with 12 union Minnesota Concrete & Masonry Contractors Association contractors and one independent, BAC members laid more than 4,000 masonry units to construct a 1,400-square-foot home in St. Paul. It will be occupied by a mother and her 4 children. – Photo courtesy of Minnesota Concrete & Masonry Contractors Assoc.



K E E P I N G U P



CHECK YOUR CALENDAR FOR IMPORTANT DATES

Please clip the calendar and post it in a convenient spot so it's handy when you want to check meetings and events.

Retirees Club Meetings

9 a.m. Jax Cafe, Minneapolis,
June 22, Sept. 28, Dec. 7.

Chapter 11-Mankato

7 p.m., Teamsters Hall
July cancelled, Aug. 1, Sept. 5,
Nov. 7, Dec. 5.

Chapter 4-St. Cloud

7 p.m., St. Cloud Labor Home,
1903 4th St. N., in the basement,
July cancelled, Aug. 2, Sept. 6,
Nov. 1, Dec. 6.

Chapter 6-Springfield

8 p.m., American Legion Hall
Aug. 3, Nov. 2.

Chapter 6-New Ulm

8 p.m., American Legion Club,
13 South Minnesota
July cancelled, Sept. 7, Dec. 7.

**Bricklayers and Allied
Craftworkers Golf Tournament**

Saturday, July 29

Executive Committee Meeting

October 5-10 a.m.

Chapter 1&2-Minneapolis

NOTE/There will be no
chapter meetings in July
and October.



**The Executive Committee
extends its best
wishes for a
happy Fathers'
Day and
4th of July!**



7 p.m., Second Floor,
312 Central Ave. SE.
June 12, Aug. 14, Dec. 11.

Chapter 1&2-St. Paul

7 p.m., Labor Centre, 411 Main
St. July cancelled, Sept. 14, Nov.
9.

Chapter 18-Tilelayers

7 p.m., Second Floor,
312 Central Ave. SE
June 13, July cancelled, Aug. 8,
Sept. 12, Nov. 14, Dec. 12.

Other Events

**Semi-Annual meetings for
Chapters 1, 2, 4, 6, 11, 18**
10 a.m., Second Floor
312 Central Ave. SE
October 7

Gold Card Dinner

Chapters 1 & 2 Only-June 16
Thunderbird Hotel, Bloomington
MN - **CANCELLED**

Chapter 18 Only-December 12
312 Central Ave (2nd floor),
Minneapolis MN



**Children's
Christmas
Party**

9:45 a.m.,
December 2
312 Central
Ave., Second
Floor



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a year by Bricklayers & Allied
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communicate with its members.

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QUARTERLY UPDATE

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